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elderly in nursing homes and assisted-living facilities attract our attention. And you'll notice that all of those are included as Senator Schimek has brought that amendment forward. I say once again the state of Nebraska is not unique in the difficulties that are facing us in finding healthcare workers, direct-care staff in the long-term healthcare industry. This is a nationwide problem. It is not symptomatic only of Nebraska, of the Midwest, of the East Coast, the West Coast, but it is symptomatic of the entire country. It is, unfortunately, one of the by-products of a robust invigorated economy where people are competing for workers in all fields, and where there are those who are more able to bonus, to find ways to "incent" people to come to work for them. Do we just sit idly by and not address it because of that reason? No. It is a time that we take seriously those people who have established themselves professionals in the healthcare industry. These are intake workers, direct-care staff, all the way through to those people who are supervising them. It does take some study, it does take some interest, and it does take will and commitment to address the problem. But it is not just in veterans' homes. This is a problem all the way through the healthcare industry. The pools flourish, Senator Preister. Even with those same homes offering bonuses and offering ways to try to get full-time workers, people don't want the jobs. They'll go to work in the pool and make twice as much money. You're absolutely right. But, please, let's not...let's not forget this issue. Let's understand that we need to address it, but understand that you're looking at the tip of the iceberg and that iceberg under the surface is very, very expensive. And we need to think of it in terms of the whole problem, the whole thing globally, and not just a small piece. So I thank Senator Schimek, Business and Labor Committee, Senator Jensen and the Health Committee. We feel very strong obligations to look at this issue. We'll continue to look at ways that we might find to address it. Thank you for your time.

PRESIDENT MAURSTAD: Thank you, Senator Byars. Senator Tyson.

SENATOR TYSON: Thank you, Mr. President. Just...I'm going to speak very, very briefly. You have to bear in mind that, according to any economist, the final determinant of wages is